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SAP C_THR94_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	Leave of Absence (LOA) and Time Off Reporting: This section of the exam is designed for an HR Reporting Analyst and covers managing leaves of absence, how LOA is handled in the system, and generating time off-related reports for decision-making.

Topic 2	• SAP SuccessFactors Employee Central Time Off and Basics of Time Sheet: This section of the exam measures skills of a Time Management Consultant and covers the fundamentals of SAP SuccessFactors Employee Central Time Off module as well as the basics of configuring and managing timesheets within the system.
Topic 3	• Accrual Rules in Time Off: This domain assesses the expertise of a Payroll Specialist in setting up and managing accrual rules within Time Off, ensuring that leave balances and entitlements are calculated and maintained accurately.
Topic 4	• Flextime and Clock In Clock Out in SAP SuccessFactors Time Tracking: This section targets a Workforce Time Tracking Specialist and covers the configuration and management of flexible work hours, as well as clock-in and clock-out processes to capture accurate employee attendance and hours worked.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q77-Q82):

NEW QUESTION # 77

If Time Type Derivation is NOT configured for Clock In Clock Out, which Time Type will be used for all External Time Data from Clock In Clock Out?

- A. Default Import Attendance Time Type defined in the Time Profile of the employee
- B. Time Type defined in Clock In Clock Out Employee Full Synchronization Details object
- C. Clock In Clock Out Time Derivation Configuration object data
- D. Time Type Groups that are classified with Classification Working Time

Answer: A

NEW QUESTION # 78

Which activities are allowed in an SAP SuccessFactors Payroll Time Sheet? Note: There are 3 correct answers to this question.

- A. Manage payout of Time Account.
- B. Record On-Call times.
- C. Convert recorded overtime into Time-Off in Lieu.
- D. Change the Planned Working Time.
- E. Make changes to approved timesheets.

Answer: B,C,E

NEW QUESTION # 79

You want to migrate Time Account balances via import. The following is an extract from your import file:

What is wrong with the file?

- A. You should NOT use Employee Time as Posting Type in the import of Time Account balances.
- B. You should NOT import multiple postings to the same Time Account.
- C. You should NOT import multiple postings on the same Posting Date.
- D. You should NOT use Manual Adjustment as Posting Type in the import of Time Account balances.

Answer: A

NEW QUESTION # 80

What are the characteristics of a Working Time Account? Note: There are 3 correct answers to this question.

- A. It calculates the difference between the employee's recorded working time and the planned working time.
- B. Absences requested in EC Time Off can be deducted from the balances of Working Time Account.

- C. The Working Time Account balance is calculated effective of each timesheet period.
- **D. A Time Off in Lieu account can be used for posting of Working Time Account.**
- E. Periodic Time Account Updates can be used to review and cap the Working Time Accounts balance.

Answer: A,B,D

NEW QUESTION # 81

You created an Attendance Time Type. When trying to assign it to a Time Profile, you realize it is NOT listed in the drop down for Available Time Types. What are some possible reasons? Note: There are 3 correct answers to this question.

- A. The Country/Region assigned to Time Type and Time Profile have the same code.
- **B. The Country/Region is assigned to Time Type, but missing in Time Profile.**
- C. The Country/Region assignment is missing in both Time Profile and Time Type.
- **D. The Country/Region is assigned to Time Profile, but missing in Time Type.**
- **E. The Country/Region assigned to Time Type and Time Profile have different codes.**

Answer: B,D,E

NEW QUESTION # 82

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